

**EEO PUBLIC FILE REPORT
FOR**

**STATION WLNS-TV
LANSING, MI**

This EEO Public File Report
Covers the period of
June 1, 2007 to May 31, 2008

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station WLNS-TV's public inspection file pursuant to Section 73.2080(c) (6) of the Federal Communications Commission's ("FCC") rules.

During the period of June 1, 2007 to May 31, 2008, the station filled the following full-time vacancies:

Producer
Videographer (2)
Account Executive
Reporter
Videographer
Account Manager (2)
Producer
Account Manager
Studio Production Specialist
Regional Account Manager
Maintenance Engineer
Producer
Assistant News Director
Videographer
Producer
Sales Assistant

The station interviewed a total of 32 people for full-time vacancies filled under the FCC guidelines during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
WLNS (Internal Posting)	8
WLNS (Website Posting)	13
National Press Photographers Association	0
Women in Communications	0
National Association of Broadcasters	0
Cristo Rey Employment & Training	0
Specs Howard School	0
Ingham County Women's Commission	0
Lansing Community College	2
Michigan Works Service Center	0
NAACP – Jackson	0

NAACP – Lansing	0
Medialine	0
Young Broadcasting Sister Stations	0
TVJobs.com	0
Michigan Association of Broadcasters	0
Mediarecruiter.com	3
Other (WJRT Referral)	1
Other (Current Employee Referral)	3
Other (Former Employee Referral)	1
Other (Word of Mouth)	1

Attachment A contains the following information for each full-time vacancy:

- The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- The recruitment source that referred the hiree for each full-time vacancy;
- The total number of persons interviewed for each full-time vacancy; and
- The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

ATTACHMENT "B"

MENU OPTION ACTIVITIES

Station WLNS-TV has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
#1 Participate in Job Fair	Central Michigan University Job Fair for the School of Broadcast and Cinematic Arts. Mt. Pleasant, MI	On March 29, 2008, WLNS participated in the CMU Job Fair in Mt. Pleasant, MI. The fair was "geared toward promoting a career in broadcasting among students and young professionals". The WLNS employee attending the fair had substantial responsibility in making hiring decisions.
#3 Co-sponsor Job Fair	Michigan Association of Broadcasters (MAB) Career Fair - Mt. Pleasant, MI	On October 2, 2007, WLNS participated in the MAB Career Fair in Mt. Pleasant, MI. The fair was "geared toward promoting a career in broadcasting among students and young professionals". As a co-sponsor of the event WLNS aired promotional advertisements. The WLNS employees attending the fair had substantial responsibility in making hiring decisions.
#3 Co-sponsor Job Fair	Michigan Association of Broadcasters (MAB) Career Fair - Dearborn, MI	On October 9, 2007, WLNS participated in the MAB Career Fair in Dearborn, MI. The fair was "geared toward promoting a career in broadcasting among students and young professionals". As a co-sponsor of the event WLNS aired promotional advertisements. The WLNS employees attending the fair had substantial responsibility in making hiring decisions.
#5 Internship Program	Fall Term News Interns	From September 2007 - December 2007 the News Department hosted seven (7) interns. The interns worked in a variety of areas within the News Department including: reporting, editing, research, participating in pulling weather data for on air coverage, and shooting video for Sports.
#5 Internship Program	Summer Term News Interns	From May 2007 - August 2007 the News Department hosted seven (7) interns. The interns work in a variety of areas within the News Department including: reporting, editing, research, participating in pulling weather data for on air coverage, and shooting video for Sports.
#5 Internship Program	Winter Term News Interns	From January 2008 - May 2008 the News Department hosted six (6) interns. The interns work in a variety of areas within the News Department including: reporting, editing, research, participating in pulling weather data for on air coverage, and shooting video for Sports.
#5 Internship Program	Fall Term Production Interns	From August 2007 - December 2007 the Production Department hosted two (2) interns. The interns participated in activities involving commercial production, live remote production, and live on-air news production.
#5 Internship Program	Summer Term Production Interns	From May 2007 - August 2007 the Production Department hosted six (6) interns. The interns participated in activities involving commercial production, live remote production, and live on-air news production.
#5 Internship Program	Winter Term Production Interns	From January 2008 - May 2008 the Production Department hosted four (4) interns. The interns participated in activities involving commercial production, live remote production, and live on-air news production.
#10 Events by Educational Institutions	Job Shadow	On January 14, 2008, the sports department hosted a student from St. Johns High School for a job shadow experience. While here he went to a MSU press conference and then observed the inner workings of the sports department. He was here for 8 hrs.

ATTACHMENT "B"

MENU OPTION ACTIVITIES

Station WLNS-TV has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
#10 Events by Educational Institutions	Job Shadow	On March 10, 2008, the production department hosted a student from East Lansing for a series of job shadow experiences. While here he observed all facets of the production department. The student was here for 8 hours a week for 4 weeks.
#10 Events by Educational Institutions	Career Night - Teen Works Grand Ledge	On March 28, 2008, WLNS sent 3 representatives to the Career Night for Teen Works in Grand Ledge. The representatives were there for 2.5 hours and handed out information and answered questions about broadcast careers that the teens had.
#10 Events by Educational Institutions	Job Shadow	On April 1, 2008, the sales/production department hosted a student from Mason High School for a job shadow experience. While at the station she observed the inner workings of both departments. The experience lasted about 2.5 hours.
#10 Events by Educational Institutions	Career Day Lansing School District	On April 23, 2008, WLNS sent a representative to the Lansing School District's Career Day. For the 2.5 hours there, the representative answered questions about broadcast careers as well as handed out pamphlets, pencils, and folders to the students.
#10 Events by Educational Institutions	Guest Speaker - Lansing Community College	On October 3, 2007, Lisa Byington spoke to students in a production and editing class at Lansing Community College. She spoke to a group of about 30 students about the ins and outs of the broadcast field along with the topic of the class, production and editing.
#10 Events by Educational Institutions	Guest Speaker - St. Gerard School	On October 17, 2007, News anchor Sheri Jones spoke to a group of about 35 students and parents at the St. Gerard school. She spoke about the broadcasting field and she fielded many questions that go along with being a role model for the young girls.
#10 Events by Educational Institutions	Job Shadow	On November 18, 2007, WLNS hosted a student from Potterville High School for Job Shadowing. The student observed the operations of a videographer including shooting and editing. She was here for 3 hours.
#10 Events by Educational Institutions	Guest Speaker - Home School Group	On November 20, 2007, weatherman Rob Dale spoke to a group of about 30 students that participate in home-schooling in the Lansing area. Rob spoke at a local firehouse co-op about the storm van and its capabilities along with answering questions about the weather field.
#10 Events by Educational Institutions	Station Tour Union City High School	On December 6, 2007, WLNS hosted a group of about 30 broadcasting/journalism students from Union City High School for a tour and a sit-in on our noon newscast. Once the newscast was complete, the anchors stayed around to answer questions for the group.

For "Activity Classification" use numbers "1" through "16" in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;

ATTACHMENT "B"

MENU OPTION ACTIVITIES

Station WLNS-TV has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
10.		Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11.		Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12.		Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13.		Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14.		Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15.		Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16.		Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy:	<u>Producer</u>	Recruitment Source That	<u>Referral - WJRT</u>
Date Vacancy Opened:	<u>03/30/07</u>	Referred the Hiree:	
Date Vacancy Filled:	<u>06/13/07</u>	Total Number of Persons	
		Interviewed for the	
		Vacancy:	<u>2</u>

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	0	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	1	No
National Press Photographers Association	3200 Crossdaile Dr., Suite 306 Durham, NC 27705	Billy Suratt	(888) 297-9806 email: Billy@apexmedia.org	0	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248) 737-5325 email: marcia@jacokes.com	0	No
National Association of Broadcasters	www.nab.org	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Ingham County Women's Commission	P.O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	No
Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Vanessa Bowser	(517) 841-5627	0	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Producer

Recruitment Source That
Referred the Hiree:

Referral - WJRT

Date Vacancy Opened: 03/30/07

Date Vacancy Filled: 06/13/07

Total Number of Persons
Interviewed for the
Vacancy:

2

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
NAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ mchmab.com	0	No
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	No
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: _____

Recruitment Source That

Date Vacancy Opened: _____

Referred the Hiree:

Referral - WJRT _____

Date Vacancy Filled: _____

Total Number of Persons
Interviewed for the
Vacancy:

Vacancy:

2

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Regina Crockett	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(518) 436-4822 Post via Fax (518) 462-6065	0	No
Other (WJRT Referral)				1	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Videographer (2)
Date Vacancy Opened: 03/16/07
Date Vacancy Filled: 06/18/07

Recruitment Source That
Referred the Hiree:
Total Number of Persons
Interviewed for the
Vacancy:

Current Employee Referral/Internal Promotion

3

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	1	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	1	No
National Press Photographers Association	3200 Croasdale Dr., Suite 306 Durham, NC 27705	Billy Suratt	(888) 297-9806 email: Billy@apexmedia.org	0	No
Women in Communications	P. O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248) 737-5325 email: marcia@jacokes.com	0	No
National Association of Broadcasters	www.nab.org	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Ingham County Women's Commission	P. O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	P. O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	No
Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Vanessa Bowser	(517) 841-5627	0	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: Videographer (2)
 Date Vacancy Opened: 03/16/07
 Date Vacancy Filled: 06/18/07

Recruitment Source That
 Referred the Hiree:
 Total Number of Persons
 Interviewed for the
 Vacancy:

Current Employee Referral/Internal Promotion

3

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
NAACP - Jackson County Branch	P. O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ michmab.com	0	No
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	No
TVJOBS	P. O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marilyn Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: Videographer (2)
 Date Vacancy Opened: 03/16/07
 Date Vacancy Filled: 06/18/07

Recruitment Source That
 Referred the Hiree:
 Total Number of Persons
 Interviewed for the
 Vacancy:

Current Employee Referral/Internal Promotion

3

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Regina Crockett	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(518) 436-4822 Post via Fax (518) 462-6065	0	No
Other (Current Employee Referral				1	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy:	<u>Account Executive</u>	Recruitment Source That	<u>WLNS Internal Posting*</u>
Date Vacancy Opened:	<u>05/21/07</u>	Referred the Hire:	<u>*Internal Promotion</u>
Date Vacancy Filled:	<u>06/18/07</u>	Total Number of Persons	
		Interviewed for the	
		Vacancy:	<u>1</u>

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	1	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	0	No
National Press Photographers Association	3200 Croasdalle Dr., Suite 306 Durham, NC 27705	Billy Suratt	(888) 297-9806 email: Billy@apexmedia.org	0	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248) 737-5325 email: marcia@jacokes.com	0	No
National Association of Broadcasters	www.nab.org	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Ingham County Women's Commission	P.O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	No
Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Vanessa Bowser	(517) 841-5627	0	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Account Executive

Date Vacancy Opened: 05/21/07

Date Vacancy Filled: 06/18/07

Recruitment Source That Referred the Hiree:

Total Number of Persons Interviewed for the Vacancy:

WLNS Internal Posting*

*Internal Promotion

1

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
NAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ michmab.com	0	No
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	No
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tyjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFX-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: Account Executive

Date Vacancy Opened: 05/21/07

Date Vacancy Filled: 06/18/07

Recruitment Source That Referred the Hiree:

Total Number of Persons Interviewed for the Vacancy:

WLNS Internal Posting*

*Internal Promotion

1

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Regina Crockett	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(518) 436-4822 Post via Fax (518) 462-6065	0	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: _____
Reporter: _____
Date Vacancy Opened: 07/09/07
Date Vacancy Filled: 07/09/07

Recruitment Source That Referred the Hiree: _____
Total Number of Persons Interviewed for the Vacancy: _____

WLNS Internal Posting*
 *Internal Promotion

1

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviews Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	1	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	0	No
National Press Photographers Association	3200 Croasdaile Dr., Suite 306 Durham, NC 27705	Billy Suratt	(888) 297-9806 email: Billy@apexmedia.org	0	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248) 737-5325 email: marcai@jacokes.com	0	No
National Association of Broadcasters	www.nab.org	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Ingham County Women's Commission	P.O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	No
Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Vanessa Bowser	(517) 841-5627	0	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: _____
Reporter _____
Date Vacancy Opened: 07/09/07
Date Vacancy Filled: 07/09/07

Recruitment Source That
Referred the Hiree: _____
Total Number of Persons
Interviewed for the
Vacancy: _____

WLNS Internal Posting*
***Internal Promotion**

1

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
NAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ michmab.com	0	No
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	No
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Ertaste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: _____
Reporter _____
Date Vacancy Opened: 07/09/07
Date Vacancy Filled: 07/09/07

Recruitment Source That
Referred the Hiree:
Total Number of Persons
Interviewed for the
Vacancy:

WLNS Internal Posting*
 *Internal Promotion

1

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Regina Crockett	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(518) 436-4822 Post via Fax (518) 462-6065	0	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: Videographer

Recruitment Source That

Date Vacancy Opened: 07/23/07

Referred the Hiree:

Former Employee Referral

Date Vacancy Filled: 08/20/07

**Total Number of Persons
Interviewed for the
Vacancy:**

1

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	0	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	0	No
National Press Photographers Association	3200 Croasdale Dr., Suite 306 Durham, NC 27705	Billy Suratt	(888) 297-9806 email: Billy@apexmedia.org	0	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248) 737-5325 email: marcia@jacokes.com	0	No
National Association of Broadcasters	www.nab.org	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Ingham County Women's Commission	P.O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	No
Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Vanessa Bowser	(517) 841-5627	0	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: Videographer

Date Vacancy Opened: 07/23/07

Date Vacancy Filled: 08/20/07

Recruitment Source That Referred the Hiree: _____

Total Number of Persons Interviewed for the Vacancy: _____

Former Employee Referral _____

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviews Referred by the Source for the Vacancy	Did the Source Request Notification?
NAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ michmab.com	0	No
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	No
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: Videographer

Recruitment Source That

Date Vacancy Opened: 07/23/07

Referred the Hiree:

Former Employee Referral

Date Vacancy Filled: 08/20/07

**Total Number of Persons
Interviewed for the**

Vacancy:

1

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Regina Crockett	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(518) 436-4822 Post via Fax (518) 462-6065	0	No
Other (Former employee referral)				1	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: "Experienced" Account Manager (2)

Recruitment Source That Referred the Hiree:

Date Vacancy Opened: 07/27/07

WLNS Website

Date Vacancy Filled: 08/28/07, 09/24/07

Total Number of Persons Interviewed for the Vacancy:

5

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	0	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	2	No
National Press Photographers Association	3200 Croasdalle Dr., Suite 306 Durham, NC 27705	Billy Suratt	(888) 297-9806 email: Billy@apexmedia.org	0	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248) 737-5325 email: marcia@jacokes.com	0	No
National Association of Broadcasters	www.nab.org	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Ingham County Women's Commission	P.O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	No
Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Vanessa Bowser	(517) 841-5627	0	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: "Experienced" Account Manager (2)
 Date Vacancy Opened: 07/27/07
 Date Vacancy Filled: 08/28/07, 09/24/07

Recruitment Source That
 Referred the Hiree:
 Total Number of Persons
 Interviewed for the
 Vacancy:

WLNS Website

5

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
NAACP - Jackson County Branch	P. O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ michmab.com	0	No
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	No
TVJOBS	P. O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: "Experienced" Account Manager (2)

Recruitment Source That

WLNS Website

Date Vacancy Opened: 07/27/07

Referred the Hiree:

Date Vacancy Filled: 08/28/07, 09/24/07

Total Number of Persons
Interviewed for the
Vacancy:

5

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Regina Crockett	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(518) 436-4822 Post via Fax (518) 462-6065	0	No
Media Recruiter	www.mediarecruiter.com	Jim Birschbach	(303) 400-5150 Fax (303) 400-5063	3	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: _____

Recruitment Source That

Date Vacancy Opened: _____

Referred the Hiree:

WLNS website

Date Vacancy Filled: _____

Date Vacancy Filled: _____

Total Number of Persons

Date Vacancy Filled: _____

Interviewed for the

Date Vacancy Filled: _____

Vacancy:

1

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	0	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	1	No
National Press Photographers Association	3200 Croasdale Dr., Suite 306 Durham, NC 27705	Billy Suratt	(888) 297-9806 email: Billy@apexmedia.org	0	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248) 737-5325 email: marcia@jacokes.com	0	No
National Association of Broadcasters	www.nab.org	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Ingham County Women's Commission	P.O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	No
Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Vanessa Bowser	(517) 841-5627	0	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Producer

Recruitment Source That

WILNS website

Date Vacancy Opened: 08/09/07

Referred the Hiree:

Date Vacancy Filled: 09/04/07

Total Number of Persons
Interviewed for the
Vacancy:

1

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
NAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ michmab.com	0	No
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	No
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: Producer

Recruitment Source That

Date Vacancy Opened: 08/09/07

Referred the Hiree:

WLNS website

Date Vacancy Filled: 09/04/07

Total Number of Persons
Interviewed for the

Vacancy:

1

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Regina Crockett	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(518) 436-4822 Post via Fax (518) 462-6065	0	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: Account Manager

Recruitment Source That Referred the Hiree:

Date Vacancy Opened: 07/27/07

WLNS Website

Date Vacancy Filled: 09/24/07

Total Number of Persons Interviewed for the Vacancy:

3

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	0	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	3	No
National Press Photographers Association	3200 Croasdalle Dr., Suite 306 Durham, NC 27705	Billy Suratt	(888) 297-9806 email: Billy@apexmedia.org	0	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248) 737-5325 email: marcia@jacokes.com	0	No
National Association of Broadcasters	www.nab.org	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Ingham County Women's Commission	P.O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	No
Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Vanessa Bowser	(517) 841-5627	0	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: Account Manager

Date Vacancy Opened: 07/27/07

Date Vacancy Filled: 09/24/07

Recruitment Source That Referred the Hiree:

Total Number of Persons Interviewed for the Vacancy:

WLNS Website

3

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviews Referred by the Source for the Vacancy	Did the Source Request Notification?
NAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ mchmab.com	0	No
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	No
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peurseem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Etraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: Account Manager

Date Vacancy Opened: 07/27/07

Date Vacancy Filled: 09/24/07

Recruitment Source That Referred the Hiree:

Total Number of Persons Interviewed for the Vacancy:

WLNS Website

3

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Regina Crockett	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(518) 436-4822 Post via Fax (518) 462-6065	0	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: Studio Production Specialist

Date Vacancy Opened: 10/01/07

Date Vacancy Filled: 10/01/07

Recruitment Source That Referred the Hiree:

Total Number of Persons Interviewed for the Vacancy:

WLNS Internal Posting*

*Internal Promotion

1

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	1	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	0	No
National Press Photographers Association	3200 Croasdale Dr., Suite 306 Durham, NC 27705	Billy Suratt	(888) 297-9806 email: Billy@apexmedia.org	0	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248) 737-5325 email: marcia@jacokes.com	0	No
National Association of Broadcasters	www.nab.org	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Ingham County Women's Commission	P.O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	No
Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Vanessa Bowser	(517) 841-5627	0	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: Studio Production Specialist

Date Vacancy Opened: 10/01/07

Date Vacancy Filled: 10/01/07

Recruitment Source That Referred the Hiree: WLNS Internal Posting*

Total Number of Persons Interviewed for the Vacancy: 1

*Internal Promotion

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviews Referred by the Source for the Vacancy	Did the Source Request Notification?
NAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ mchmab.com	0	No
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	No
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: Studio Production Specialist

Recruitment Source That

Date Vacancy Opened: 10/01/07

Referred the Hiree:

WJNS Internal Posting*

Date Vacancy Filled: 10/01/07

**Total Number of Persons
Interviewed for the
Vacancy:**

*Internal Promotion

1

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Regina Crockett	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(518) 436-4822 Post via Fax (518) 462-6065	0	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: Regional Account Manager

Recruitment Source That

Date Vacancy Opened: 08/13/07

Referred the Hiree:

WLNS Internal Posting*

Date Vacancy Filled: 11/01/07

Total Number of Persons
Interviewed for the
Vacancy:

*Internal Promotion

1

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	1	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	0	No
National Press Photographers Association	3200 Croasdalle Dr., Suite 306 Durham, NC 27705	Billy Suratt	(888) 297-9806 email: Billy@apexmedia.org	0	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248) 737-5325 email: marcia@jacokes.com	0	No
National Association of Broadcasters	www.nab.org	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Ingham County Women's Commission	P.O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	No
Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Vanessa Bowser	(517) 841-5627	0	No

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: _____ Regional Account Manager

Recruitment Source That

Date Vacancy Opened: 08/13/07

Referred the Hiree:

WLNS Internal Posting*
*Internal Promotion

Date Vacancy Filled: 11/01/07

Total Number of Persons
Interviewed for the
Vacancy:

1

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
NAACP - Jackson County Branch	P. O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ michmab.com	0	No
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	No
TVJOBS	P. O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: Regional Account Manager

Recruitment Source That Referred the Hiree:

Date Vacancy Opened: 08/13/07

WLNS Internal Posting*

Date Vacancy Filled: 11/01/07

Total Number of Persons Interviewed for the Vacancy: 1

*Internal Promotion

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Regina Crockett	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(518) 436-4822 Post via Fax (518) 462-6065	0	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Maintenance Engineer

Recruitment Source That

Date Vacancy Opened: 04/20/07

Referred the Hiree:

Current Employee Referral

Date Vacancy Filled: 01/03/08

Total Number of Persons
Interviewed for the
Vacancy:

1

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	0	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	0	No
National Press Photographers Association	3200 Croasdale Dr., Suite 306 Durham, NC 27705	Billy Suratt	(888) 297-9806 email: Billy@apexmedia.org	0	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248) 737-5325 email: marcia@jacokes.com	0	No
National Association of Broadcasters	www.nab.org 1717 N. High Street Lansing, MI 48906	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	19900 W. Nine Mile Road Southfield, MI 48075	John Diehl	(517) 372-4700	0	No
Specs Howard School Ingham County Women's Commission	P.O. Box 319 P.O. Box 40010 Lansing, MI 48901-7210	Andrea Stamps	(248) 358-9000	0	No
Lansing Community College	209 E. Washington, Suite 100 Jackson, MI 49201	Becky Bennett Career and Employment Services	(517) 676-7200	0	No
Michigan Works Service Center		Vanessa Bowser	(517) 483-1173	0	No
			(517) 841-5627	0	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: Maintenance Engineer

Recruitment Source That

Date Vacancy Opened: 04/20/07

Referred the Hiree:

Current Employee Referral

Date Vacancy Filled: 01/03/08

Total Number of Persons
Interviewed for the
Vacancy:

1

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
NAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAACP - Lansing Chapter Michigan Association of Broadcasters	1801 W. Main Street Lansing, MI 48915 819 N. Washington Ave. Lansing, MI 48906	Geneva Smith Job Bank Postings	(517) 484-9171 (517) 484-7444 Post @ michmab.com	0 0	No No
Medialine	web address: medialine.com	Job Bank Postings Broadcast Employment Services	(800) 237-8073 Post @ medialine.com (760) 754-8177 Post @ tvjobs.com	0 0	No No
TVJOBS	P.O. Box 4116 Oceanside, CA 92052		(605) 336-1100 Post via Fax (605) 357-5530	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(337) 981-4823	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(415) 441-4444 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(563) 383-7000 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(865) 637-6666 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	Post via Fax (865) 525-4091	0	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: Maintenance Engineer

Recruitment Source That

Date Vacancy Opened: 04/20/07

Referred the Hiree:

Current Employee Referral

Date Vacancy Filled: 01/03/08

Total Number of Persons
Interviewed for the
Vacancy:

1

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Regina Crockett	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(518) 436-4822 Post via Fax (518) 462-6065	0	No
Other (Current Employee Referral)				1	No

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: _____

Recruitment Source That

Date Vacancy Opened: 10/15/07

Referred the Hiree:

WLNS Website

Date Vacancy Filled: 01/07/08

Total Number of Persons
Interviewed for the

Vacancy:

2

Recruitment Sources Used to Fill Vacancy:

Recruitment Source	Name of	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)		2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	1	No
WLNS-TV (Website Posting)		2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282 (888) 297-9806	1	No
National Press Photographers Association		3200 Croasdale Dr., Suite 306 Durham, NC 27705	Billy Suratt	email: Billy@apexmedia.org (248) 737-5325	0	No
Women in Communications		P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	email: marcia@jacokes.com (248) 737-5325	0	No
National Association of Broadcasters		www.nab.org	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training		1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Specs Howard School		19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Ingham County Women's Commission		P.O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College		P.O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	No
Michigan Works Service Center		209 E. Washington, Suite 100 Jackson, MI 49201	Vanessa Bowser	(517) 841-5627	0	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: _____

Recruitment Source That

Date Vacancy Opened: 10/15/07

Referred the Hiree:

WILNS Website

Date Vacancy Filled: 01/07/08

Total Number of Persons
Interviewed for the
Vacancy:

2

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
NAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAACP - Lansing Chapter Michigan Association of Broadcasters	1801 W. Main Street Lansing, MI 48915 819 N. Washington Ave. Lansing, MI 48906	Geneva Smith Job Bank Postings	(517) 484-9171 (517) 484-7444 Post @ michmab.com	0 0	No No
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073	0	No
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peurseem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: _____

Recruitment Source That

Date Vacancy Opened: 10/15/07

Referred the Hiree:

WLNS Website

Date Vacancy Filled: 01/07/08

Total Number of Persons
Interviewed for the
Vacancy:

2

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Regina Crockett	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(518) 436-4822 Post via Fax (518) 462-6065	0	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Assistant News Director

Recruitment Source That

Date Vacancy Opened: 07/20/07

Referred the Hire:

WLNS Website

Date Vacancy Filled: 03/03/08

Total Number of Persons
Interviewed for the
Vacancy:

3

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Ward	(517) 372-8282	1	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Ward	(517) 372-8282	2	No
National Press Photographers Association	3200 Crossdalle Dr., Suite 306 Durham, NC 27705	Billy Suratt	(888) 297-9806 email: Billy@apexmedia.org (248) 737-5325	0	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	email: marcia@jacokes.com Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
National Association of Broadcasters	www.nab.org 1717 N. High Street Lansing, MI 48906	Karen Hunter		0	No
Cristo Rey Employment & Training	19900 W. Nine Mile Road Southfield, MI 48075	John Diehl	(517) 372-4700	0	No
Specs Howard School	P.O. Box 319	Andrea Stamps	(248) 358-9000	0	No
Ingham County Women's Commission	Mason, MI 48854 P.O. Box 40010	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	No
Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Vanessa Bowser	(517) 841-5627	0	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: Assistant News Director

Recruitment Source That

Date Vacancy Opened: 07/20/07

Referred the Hiree:

WILNS Website

Date Vacancy Filled: 03/03/08

**Total Number of Persons
Interviewed for the
Vacancy:**

Vacancy:

3

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
NAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAACP - Lansing Chapter Michigan Association of Broadcasters	1801 W. Main Street Lansing, MI 48915 819 N. Washington Ave. Lansing, MI 48906	Geneva Smith Job Bank Postings	(517) 484-9171 (517) 484-7444 Post @ michmab.com	0 0	No No
Medialine	web address: medialine.com P.O. Box 4116 Oceanside, CA 92052	Job Bank Postings Broadcast Employment Services	(800) 237-8073 Post @ medialine.com (760) 754-8177 Post @ tvjobs.com	0 0	No No
TVJOBS	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KELO-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KLFY-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KRON-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No
KWQC-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: Assistant News Director

Recruitment Source That

WJLNS Website

Date Vacancy Opened: 07/20/07

Referred the Hiree:

Date Vacancy Filled: 03/03/08

**Total Number of Persons
Interviewed for the
Vacancy:**

3

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Muftreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Regina Crockett	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(518) 436-4822 Post via Fax (518) 462-6065	0	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: Videographer

Recruitment Source That
 Referred the Hiree:

Other (Word of Mouth)

Date Vacancy Opened: 07/23/07

Total Number of Persons
 Interviewed for the

Date Vacancy Filled: 03/17/08

Vacancy:

1

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Ward	(517) 372-8282	0	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Ward	(517) 372-8282	0	No
National Press Photographers Association	3200 Croasdale Dr., Suite 306 Durham, NC 27705	Billy Suratt	(888) 297-9806 email: Billy@apexmedia.org	0	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248) 737-5325 email: marcia@jacokes.com	0	No
National Association of Broadcasters	www.nab.org 1717 N. High Street Lansing, MI 48906	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	19900 W. Nine Mile Road Southfield, MI 48075	John Diehl	(517) 372-4700	0	No
Specs Howard School	P.O. Box 319 Mason, MI 48854	Andrea Stamps	(248) 358-9000	0	No
Ingham County Women's Commission	P.O. Box 40010 Lansing, MI 48901-7210	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	209 E. Washington, Suite 100 Jackson, MI 49201	Career and Employment Services	(517) 483-1173	0	No
Michigan Works Service Center		Vanessa Bowser	(517) 841-5627	0	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Videographer

Date Vacancy Opened: 07/23/07

Date Vacancy Filled: 03/17/08

Recruitment Source That
Referred the Hire: _____

Total Number of Persons
Interviewed for the
Vacancy: _____

Other (Word of Mouth) _____

Recruitment Sources Used to Fill Vacancy:

1

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
NAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAACP - Lansing Chapter Michigan Association of Broadcasters	1801 W. Main Street Lansing, MI 48915 819 N. Washington Ave. Lansing, MI 48906	Geneva Smith Job Bank Postings	(517) 484-9171 (517) 484-7444 Post @ michmab.com	0 0	No No
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073	0	No
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peurseem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: Videographer

Date Vacancy Opened: 07/23/07

Date Vacancy Filled: 03/17/08

Recruitment Source That Referred the Hire: _____

Total Number of Persons Interviewed for the Vacancy: _____

Other (Word of Mouth) _____

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Muftreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Regina Crockett	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(518) 436-4822 Post via Fax (518) 462-6065	0	No
Other (Word of Mouth)				1	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: _____

Recruitment Source That

Date Vacancy Opened: _____

Referred the Hiree:

Date Vacancy Filled: _____

Total Number of Persons

04/28/08

Interviewed for the

Vacancy:

WLNS Internal Posting
*Internal Promotion

2

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Ward	(517) 372-8282	1	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Ward	(517) 372-8282	1	No
National Press Photographers Association	3200 Croasdale Dr., Suite 306 Durham, NC 27705	Billy Suratt	(888) 297-9806 email: Billy@apexmedia.org	0	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248) 737-5325 email: marcia@jacokes.com	0	No
National Association of Broadcasters	www.nab.org 1717 N. High Street Lansing, MI 48906	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	19900 W. Nine Mile Road Southfield, MI 48075	John Diehl	(517) 372-4700	0	No
Specs Howard School	P.O. Box 319 Ingham County Women's Commission	Andrea Stamps	(248) 358-9000	0	No
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Becky Bennett Career and Employment Services	(517) 676-7200 (517) 483-1173	0	No
Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Vanessa Bowser	(517) 841-5627	0	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: _____

Recruitment Source That

W/LNS Internal Posting

Date Vacancy Opened: _____

Referred the Hiree:

*Internal Promotion

Date Vacancy Filled: _____

Total Number of Persons
Interviewed for the

Vacancy:

2

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
NAAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ mchmab.com	0	No
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	No
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peurseem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFF-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy:	<u>Producer</u>	Recruitment Source That	<u>WLNS Internal Posting</u>
		Referred the Hire:	<u>*Internal Promotion</u>
Date Vacancy Opened:	<u>10/15/07</u>	Total Number of Persons	
		Interviewed for the	
Date Vacancy Filled:	<u>04/28/08</u>	Vacancy:	<u>2</u>

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Regina Crockett	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(518) 436-4822 Post via Fax (518) 462-6065	0	No

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Sales Assistant

Date Vacancy Opened: 11/2/07

Date Vacancy Filled: 5/19/08

Recruitment Source That
Referred the Hiree:

Total Number of Persons
Interviewed for the
Vacancy:

WLNS Website

4

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Ward	(517) 372-8282	0	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Ward	(517) 372-8282	1	No
National Press Photographers Association	3200 Croasdale Dr., Suite 306 Durham, NC 27705	Billy Suratt	(888) 297-9806 email: Billy@apexmedia.org (248) 737-5325	0	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	email: marcia@jacokes.com Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
National Association of Broadcasters	www.nab.org 1717 N. High Street Lansing, MI 48906	Karen Hunter		0	No
Cristo Rey Employment & Training	19900 W. Nine Mile Road Southfield, MI 48075	John Diehl	(517) 372-4700	0	No
Specs Howard School Ingham County Women's Commission	P.O. Box 319 P.O. Box 48854	Andrea Stamps	(248) 358-9000	0	No
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Becky Bennett Career and Employment Services	(517) 676-7200	0	No
Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Vanessa Bowser	(517) 483-1173	2	No
			(517) 841-5627	0	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Sales Assistant
Date Vacancy Opened: 11/2/07
Date Vacancy Filled: 5/19/08

Recruitment Source That
Referred the Hiree:
Total Number of Persons
Interviewed for the
Vacancy:

WLNS Website

4

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
NAACP - Jackson County Branch	P. O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAACP - Lansing Chapter Michigan Association of Broadcasters	1801 W. Main Street Lansing, MI 48915 819 N. Washington Ave. Lansing, MI 48906	Geneva Smith Job Bank Postings	(517) 484-9171 (517) 484-7444 Post @ michmab.com	0 0 0	No No No
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073	0	No
TVJOBS	P. O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peurseem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFF-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: Sales Assistant

Date Vacancy Opened: 11/2/07

Date Vacancy Filled: 5/19/08

Recruitment Source That Referred the Hiree:

Total Number of Persons Interviewed for the Vacancy:

WLNS Website

4

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Regina Crockett	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(518) 436-4822 Post via Fax (518) 462-6065	0	No
Other(Current Employee Referral)				1	No